

What will you do to make Hastings a welcoming community?

Get active in engaging neighborhood

National night out activity

Call new residents and welcome them - ask if they need any assistance or answer any questions

Poverty simulation? Department of Ed MN could be a resource. Roseville HS does one.

Put your name in to have training

Willing to be part of uncomfortable conversations

Keep the schools involved so students can be a voice

Keep older community involved in the conversation

Keep the momentum going

Use the media to show or introduce how to include your neighbors. Use the paper or Facebook to promote some questions to ask your neighbor.

We will work toward a FREE community center for all (or research to help facilitate access to extra activities - sports, comm edu. YMCA, etc.)

I want to help with SPARK

I help educate people about disabilities, especially Down Syndrome.

Target building - multifaceted playground for community & sensory room, cross generational

We will continue to visit more neighbors and be better at inviting folks to National Night Out

I will make sure to make personal invitations

We miss the Welcome Wagon - we want to find a way to be more intentionally welcoming to new comers

St. Luke's is eager to help facilitate conversations and training

I will continue to correct people who spread inaccurate information, especially immigration.

Say hi to strangers. Wave - be friendly

Say hello and engage in conversations

Volunteer in schools

Find opportunities for students to volunteer

Do more than school and sports

Find out what can be done outside of school

If I see bullies, I'm going to do something about it

Share with community what's acceptable

More conversations about diversity

Be a part of the ongoing conversation

Hear the stories

Keep educating myself and share my new understanding with others

Reach out to those over 85, they need interaction too. Hear their stories, engage them in a community.

Meals on wheels isn't as helpful as it's now a food service

Recognize that some of our elderly population are physically well but mentally need support and have a hard time reaching out for support.

Encourage county staff to be a part of any dialog, meetings, etc.

Advertise county jobs to reach a more diverse population

County IDLT has 3 goals: develop staff who are culturally competent, develop a diverse work staff, environment which is welcoming to diversity

The library works to present a welcoming and inclusive place to the community

Speak out when others say/act inappropriate towards different races, etc.

How do we work against hate?

Continue connections with churches and other organizations - it's an issue beyond the district and city

We will be aware and look to discuss in a sensitive way
How might we celebrate with others (i.e. meals around heritage)
Stay the course with community events to bring people together
equal opportunities
meetings
more community activities
cut classes for humanities, class about inclusion
education on issues for community and school
look at what I B schools do for education
different meals
using notability in a positive way to help others
positive incentives within groups for meeting new people
willing to be engage in the conversation
Personal invitations
love your neighbor
go to a business, talk about signage
Our table is willing to listen to more presentations and discuss more
Start connecting with neighbors and start groups - make it purposeful
Not being afraid of difficult/awkward conversations
Making sure families are aware of opportunities
Using vocabulary that is respectful (i.e. payment plan/personal pricing vs. scholarship)
Utilize all resources - use what you have
Invite a new person to the next meeting
Take the hurdles and situation we are able to assist with
Build awareness
Once per quarter awareness flyer for all families
Community calendar, live calendar that someone owns and updates with all Hastings programs (ymca, comm ed, spark, city)
Educate ourselves about others
Go outside of comfort zone to meet others
Get others permission before asking too much
Greet others
Treat others as we wish to be treated
Look to widen people circle
Organizations promote value statements
Could online (free) training/webinars be offered to teach people about implicit bias?
Train the trainer type of bias trainings to reach people
Using our presence to show the importance of an issue
Rolling out ATLAS and promoting training
Question our own attitudes and beliefs
Take implicit bias training
Find ways to bridge the gap with older generations and include them in the process.
Bring the conversation through the churches
Make others feel welcome
Reach out to welcome new members
Recognize road blocks and find opportunities to discuss them
Block parties

Neighborhood leaders
Homework assignment: Make a new friend
Reach out to NAACP
At least half day trainings at school
Make school climate group more visible
Respect retreat is good, work something about race into it
Continue respect retreat in to 10-12 grade
More student lead, students might not respect the authority figures telling them what to do/think
Encourage more extra curricular involvement
Civic groups and churches get more intentional about recruiting members and diversity awareness
Ask realators to offer a way for people to get to know Hastings
Educate others on diversity in race, creed or color
Provide a safe place to ask questions - what's the right terminology?
Teach people empathy
Generational bridging
Promote SPARK - anyone can go
Offer more community conversations
Offer table, food, music from other cultures
Bring diversity in public service (schools, police force) - hard to report to people who don't believe you
In this environment allowing people to speak on their feelings, shame, fear, experiences here
Sharing experiences helps others understand
It is happening here folks!
Break barriers by saying hi
Including others not originally from community
Be more welcoming, more receptive
Bring groups of cultural into events
Bring bias issues into the open consciously
Further conversation about experiences to identify the "real" needs for acceptance and how each person presents their behavior shifts
Finding true ways to connect with people in person (not internet)
get to know Hastings resources better
get together Hispanic families and inform them more
offer parties of Spanish-speaking moms (get to know more of the younger moms)
open phone line-leave a question in their own language & someone can answer them
helping with transportation somehow
childcare??- how does this get taken care of?
welcoming packet for new residents
more than just National Night out to encourage people to connect w/ neighbors
remember that seniors don't have access to social media & email. Need hard copy notices
Hastings Reads would pick a topic that is around diversity for "February-Hastings Reads" event. Already choosing diversity inclusive topics
include a representative from the Hastings Council to help spread the word (this came from Hastings Reads group, not clear what Council they are referring to)
continue to expand the outreach and publicity of these events through the ccommunity
find key leaders in various groups to help increase conversations on these topics
make button with hands around it, like fro Hastings climate group at HHS
encourage Rivertown Days to include vendors, food, music from other cultures

school include new foods from other cultures at lunch (students meet w/ Mrs. Mamer who is open to ideas)
get a culture club going again
make clubs more accessible to kids in sports (dif hours)
club meet during school day; elective hour
encourage students to interact with foreign exchange students
art-add art event-make art together (dance, textiles, art)
invite others to join in!
a smile, Extra credit!
openly discuss, learn about religious diversity
create a group. Class that explores world religions
be aware ALL types of diversity (not just race, also mental health, trauma, abilities, etc)
opportunities for all=diverse opportunities
arts, activities, encompassing everyone's interests, and opportunities
having the conversations
acknowledging the changes
if we want to grow, we need that conversation
continue the dialogue, continue the process
lifelong learning
welcoming behavior (what is that behavior)
reflective practices
reflect would Jesus want me to ? What are the practices?
Parks & Recs & Community Ed classes filled with diversity
offering classes that interest people of other cultures
people of other cultures TEACH classes--food
"Know your Muslim neighbors"
watch for cliques and how to break those up
not sure what Hastings is missing in Welcoming diversity because many of us grew up in Hastings
we can encourage diversity in our community but we cannot "force" people to move here
it can be tough to become accepted in a community if you don't work here or belong to a church group
Reach out first: Greet people
give education, openness
get to know the actual person, don't judge based on what they look like
get to know the 5 houses around you
help train kids to engage in dialogue & agree to disagree
will talk about fighting anxiety with the kids around me & in my classes
be more brave to be more neighborly
service activities
welcome packet?
block parties-training on how to do this
National Night Out
welcoming new neighbors-cookies, meal, etc
inviting people to community events
movie night/etc at Riverwalk
racism seems to be more about being uncomfortable-avoiding the conversation-not because people are actually racist
the Harbor Church is <u>Pro-Diversity</u> and <u>Pro-Equity</u>